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Question 1. (Multi Select)

Which of the following are strategic rationales for leveraging cultural diversity in a global organization? (Select TWO options.)

- A: Reduction of legal risk
- B: Competitive advantage
- C: Reduction in time-to-fill
- D: Changing labor force demographics
- E: Compliance with Affirmative Action Plan (AAP)

Correct Answer: B, D

Explanation:

Comprehensive and Detailed Explanation:

Competitive Advantage – Diverse teams bring broader perspectives, creativity, and innovation, leading to enhanced problem-solving and decision-making, which gives organizations a strategic edge in the global market.

Changing Labor Force Demographics – Global organizations must respond to increasing workforce diversity, driven by global mobility, migration, and aging populations. Recognizing and preparing for this shift is a strategic imperative.

GPHR Study Guide Extract – Strategic Global Human Resources / Cultural Diversity and Global Workforce Trends:

“Cultural diversity fosters innovation and enables organizations to respond effectively to diverse customer needs. Global demographic shifts, such as aging populations and increased migration, necessitate inclusive strategies to remain competitive.”

Legal compliance (AAP) is more reactive and location-specific, not strategic from a global HR perspective.

Question 2. (Single Select)

Which international market entry strategy involves a multinational organization acquiring an open area and building subsidiary facilities from scratch?

- A: Brownfield projects
- B: Greenfield ventures
- C: Franchise operations
- D: Mergers and alliances

Correct Answer: B

Explanation:

Comprehensive and Detailed Explanation:

A Greenfield venture is a type of foreign direct investment where a parent company starts a new venture in a foreign country by constructing new operational facilities from the ground up. This includes building new factories, offices, and distribution hubs—essentially "starting from scratch." It is commonly used when organizations want full control over their operations, infrastructure, and processes.

GPHR Topic Reference:

Strategic Global Human Resources – International Market Entry Strategies:

"Greenfield investments involve acquiring land and constructing new facilities, offering full control over operations, but with high risk and initial cost."

Question 3. (Single Select)

At which stage of an organization's global development is HR's involvement fairly limited, with the firm relying on a few key managers to transfer knowledge to others?

- A: Multi-country
- B: Transnational
- C: International
- D: Global

Correct Answer: C

Explanation:

Comprehensive and Detailed Explanation:

At the International stage, the organization has taken its first steps into foreign markets, often by exporting goods or establishing small overseas offices. HR's role is still minimal, primarily administrative, and typically involves a few senior managers transferring knowledge to foreign operations. There's little integration between the home and host operations.

GPHR Study Guide Extract – Strategic Global Human Resources / Global Development Stages:

“In the international stage of globalization, the organization centralizes major decisions at headquarters while foreign operations function largely as extensions. Knowledge and policy transfer is typically carried out by a few key managers, and HR involvement remains operational and limited in scope.”

This contrasts with more advanced stages (e.g., Transnational), where HR becomes strategically integrated across geographies.

Question 4. (Multi Select)

Which of the following are strategic rationales for leveraging cultural diversity in a global organization? (Select TWO options.)

- A: Reduction of legal risk
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- C: Reduction in time-to-fill
- D: Changing labor force demographics
- E: Compliance with Affirmative Action Plan (AAP)

Correct Answer: B, D

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Question 5. (Multi Select)

Which of the following are economic benefits that an employer can derive from having a strong employer brand? (Select TWO options.)

- A: Increased retention
- B: Employee recognition
- C: Customer engagement
- D: Employee wellness
- E: Total rewards

Correct Answer: A, C

Explanation:

Comprehensive and Detailed Explanation:

Increased Retention – A strong employer brand attracts high-quality talent and fosters pride and loyalty, reducing turnover costs and improving organizational stability.

Customer Engagement – Employees who are proud to work for a company become brand ambassadors, indirectly improving customer trust and brand loyalty.

GPHR Study Guide Extract – Talent Acquisition and Mobility / Employer Branding:

“Employer branding not only reduces recruitment and retention costs but also strengthens corporate reputation. Engaged employees contribute to customer satisfaction and organizational growth, reinforcing the employer brand in the market.”

Recognition and wellness are elements of internal programs, not direct economic drivers of employer branding.



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